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Literature is a very bad crucible, but a very good walking stick.-Charles Lamb.

Be not too zealous; moderation's the best in all things, Theognis.

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RAILROAD WAGES

Shall they be determined by Industrial Warfare or Federal Inquiry?

To the American Public:

Do you believe in arbitration or industrial warfare?

The train employes on all the railroads are voting whether they will give their leaders authority to tie up the commerce of the country to enforce their demands for a 100 million dollar wage increase.

The railroads are in the public service your service. This army of employes is in the public service—your service.

You pay for rail transportation 3 billion dollars a year, and 44 cents out of every dollar from you goes to the employes.

On all the Southern railroads in 1915, seventy-five per cent of the train employes earned these wages (lowest, highest and average of all) as shown by the payrolls-

	Pas	senger	Freight		Yard		
Engineers .	\$1972 3810	\$2306	Range \$1455 3505		Range \$1156 2424	\$1566	
Conductors	1552 2696	1847	1353 2358	1580	1055 1749	1245	
Firemen .	943 1652	1209	649 1638	979	406 1302	777	
Brakemen.	957 1736	1109	755 1854	958	754 1405	990	

The average yearly wage payments to all Southern train employes (including those who worked only part of the year) as shown by the 1915 payrolls were-

						Passenger	Freight	Yard
Engineers .		٠		٠		\$2144	\$1712	\$1313
Conductors		¥	ď.			1723	1488	1157
Firemen .	*			Tac:	100	1096	865	688
Brakemen.	×	*	٠	•		1013	845	868

A 100 million dollar wage increase for men in freight and yard service (less than one-fifth of all employes) is equal to a 5 per cent advance in all freight rates.

The managers of the railroads, as trustees for the public, have no right to place this burden on the cost of transportation to you without a clear mandate from a public tribunal speaking for you.

The railroads have proposed the settlement of this controversy either under the existing national arbitration law, or by reference to the Interstate Commerce Commission. This offer has been refused by the employes' representatives.

Shall a nation-wide strike or an investigation under the Government determine this issue?

National Conference Committee of the Railways ELISHA LEE, Chairman. A. S. GREIG, dast to Receivers, St. Louis & San Francisco Hailroad

- P. R. ALBRIGHT, Gow'l Manager,
 Atlantic Coast Line Bailroad.
 L. W. BALDWIN, Gow'l Manager,
 Control of Georgia Ballway.
 C. L. BARDO, Gow'l Manager,
 New York, New Haven & Hart
- B. H. COAPMAN, Fice-President, Southern Hailway.
- S. E. COTTER, Gen'l Manage
- P. E. CROWLEY, Aut Pice-Presi New York Central Railroad.
- EMERSON, Gen'l Manage
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